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THE UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION



THE PROPERTY OF AND ISSUED BY
Retail Clerks International Assoc



No A- 15821

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

UFCW
Local 428

50 YEARS OF SERVICE
1933-1983

United Food and Commercial Workers Union
Local 428, AFL-CIO
240 South Market Street
San Jose, California 95113-2382

OCTOBER EDITION—FOOD AND COMMERCIAL WORKER
Volume 36
Number 6

NONPROFIT
ORGANIZATION
U.S. POSTAGE
PAID
SAN JOSE, CA.
Permit No. 400

2008-83-11

This Golden Anniversary edition of the Local 428 newspaper is dedicated to the thousands of Local 428 members whose struggles and victories laid the foundation for the working conditions that we enjoy today. It is their courage and dedication that inspires us to carry on the Union's tradition of progressive collective bargaining and service into the next fifty years.

George C. Soares

UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 428, AFL-CIO

240 S. Market St., San Jose, California 95113-2382

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Printed by Fidelity Printing
90 N. 26th St., San Jose

October 15, 1983

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THE BELLOLI STORE—AN EARLY SAN JOSE GROCERY

THE EARLY DAYS

Local 428 is now celebrating its fiftieth anniversary, but the origins of our Local Union actually extend much further into the past than 1933. In many cities throughout the country, predecessors of retail unions known as "Early Closing Societies" emerged as early as 1865. The purpose of these societies was to encourage all merchants in a city to close at a reasonable hour so that clerks would not be forced to work 14 or 16 hours a day. By 1888, these small groups had coalesced into a national organization known as the Retail Clerks Protective Association.

Chartered by the American Federation of Labor in 1890, the new National Union gradually expanded its goals from early closing to the improvement of wages and working conditions for its members. There was great room for improvement. In 1888 the average wage for a retail worker was \$10 for an 82 hour work week.

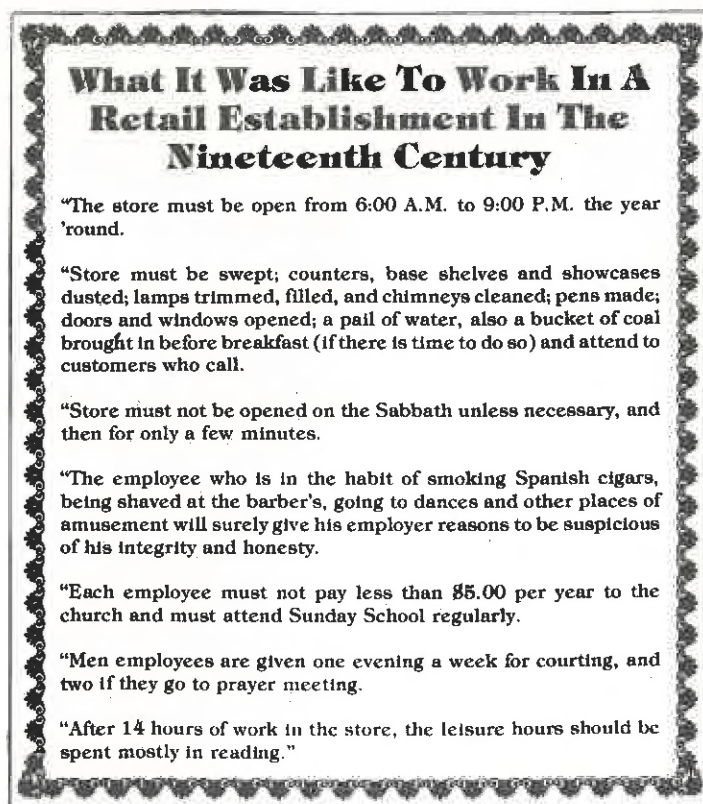
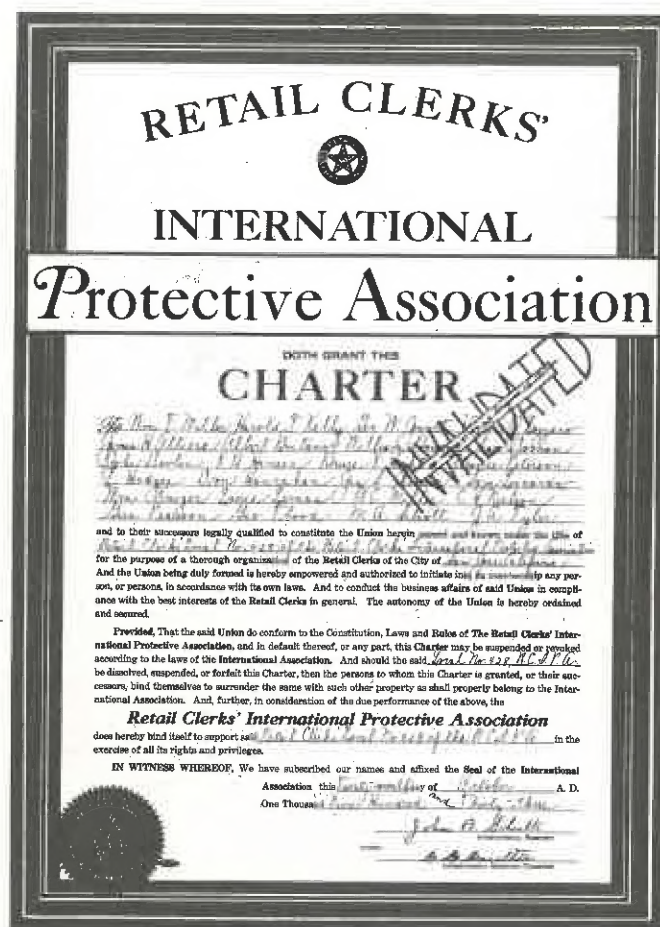
Another major concern of the young organization was their demand for equal rights for women. One of the planks at the union's first convention was "equal pay for equal work."

To find the actual roots of Local 428 we must go back



to 1910. In that year a small group consisting mainly of hat and clothing salespeople received the first Local 428 charter from the Retail Clerks Protective Association. Like its sister organizations throughout the United States, the San Jose Local's main focus was the regulation of hours and the struggle for the shorter work week.

In the 1920's, many unions fell victim to the so-called "American Plan." Taking advantage of the anti-union sentiment in Washington, this nation-wide open shop drive which was fostered by the U.S. Chamber of Commerce and the National Association of Manufacturers, was successful in severely crippling the trade union movement. The young Local 428 fell victim to this attack and the union was disbanded.



A NEW BEGINNING

By 1933 American workers were facing the stark reality that the worst depression in the country's history would not soon be over. Working conditions were little better and in many cases worse than in the early part of the century. Those who were fortunate enough to find work in the retail industry still worked long hours for very little pay. There was no job security, no grievance procedure and few safety regulations. Health benefits, paid holidays and vacations were unheard of.

As scarce as jobs were, workers throughout the country began to fight back. They realized that in order to be successful, they would have to organize, and organize they did. Spurred on by a trend toward more favorable Government policy, unions began to grow in unprecedented fashion in the mid-1930's.

Such were the conditions that prompted a small group of workers to band together in San Jose in 1933. At first, the Union consisted of a handful of people from a few stores who would hold secret meetings, announced by word of mouth. Within a short period of time, a major downtown department store, Hart's was organized with the help of the AFL Central Labor Council. It was about



Vic Lazzaro today and, above, spreading the message of the rapidly growing Bay Area labor movement in the late 1930's.

that time an employee of Public Food Stores on Santa Clara Street became actively involved with the affairs of the union. Vic Lazzaro would soon become the early leader of Retail Store Employees Union Local 428.

"Right after we got the charter in 1933," recalls Lazzaro, "we held one big meeting in which everybody present seemed to be an employee of Hart's except me. At this meeting, with me as an exception, they decided that they were going to run a cozy company union life and although I wasn't privileged to the decision-making process, I was in their way when they elected officers. There was one particular post they hadn't covered and that was Recording Secretary, so they voted me in and I took the minutes." Vic's position was publicized throughout town by the *Union Gazette*, and he still recalls his bosses' reaction: "The manager approached me in the store and said, 'Saturday night will be your last day here because now you are a big shot for the Union and they need you more than Public Food Stores,' and that was it. I was out of a job."

Vic Lazzaro didn't give up when he lost his job and instead became a full-time, unpaid organizer for the

Union. With the assistance of Earl Moorehead of the well-established Butchers Local 506, Vic kept the Hart's people together and paying their dues (about \$3 per month) and began to organize grocery clerks. Vic would meet potential members wherever he could find them, in the store or in their home, in bars and restaurants, and in the parking lots. Pleased by his immediate success, the executive committee of the Union agreed to cover Vic's expenses by paying him one dollar for every new member he organized.

Among the early victories for Local 428 was Franco's Markets. The situation at Franco's was somewhat typical of the industry in the early 1930's. Vic remembers: "The Franco brothers were going very well and making a lot of money, but their clerks were underpaid somewhat for the times and they were working two shifts. They still couldn't afford a radio set and rent money so the Union was a popular idea with them." Many clerks worked 12 to 16 hours a day, six or seven days a week, including holidays. Finally, with Lazzaro's leadership, Franco's employees began what was to be Local 428's first strike, on Thanksgiving morning, 1934. The action came as a total surprise and three days later the Francos agreed to negotiate with the Union.

STOP! LOOK! LISTEN!

I AM A UNION STORE CARD

The Union Label of the

Retail Clerks International Protective Association

Affiliated with the

American Federation of Labor



I may be issued to any store that has signed a contract with a chartered Local Union of Salespeople and where none but Union Clerks are employed.

I am never sold, but may be loaned to an employer with the distinct understanding that I will be promptly surrendered upon demand should any provision of the signed contract be violated.

For Further Particulars Address:
C. C. Coulter, Secretary-Treasurer
Retail Clerks International Protective Association
Lock Drawer 248, Lafayette, Indiana

Harwood Pub. Co., Lafayette, Ind.

Our
Sincere
Thanks
To Palo Alto
Housewives..



You have made it possible for us to enjoy our Sundays, holidays and evenings. Your demonstration of fairness, expressed Sunday last, by shopping during the week, receives our commendation.

Employers and employees alike join hands to give you complete service during the week.

Please Shop Between 8 A. M. and 6:30 P. M.

Retail Clerks Assn.

Local Number 428

Early contracts such as the Franco agreement were very concise and dealt mainly with the regulation of days and hours worked. The original Franco's agreement set the early pattern for the food industry, providing for a 54-hour week and mandatory Sunday closing.

Throughout the mid-1930's Vic Lazzaro, who now held the title of Business Manager, continued to organize workers in the grocery industry and build the membership and effectiveness of Local 428. "Originally we convinced employers to sign a voluntary petition regulating hours and agreeing to close on Sunday," states Vic. "Wherever they had clerks, we tried to get them in the Union. We negotiated contracts wherever we could with whatever variations were necessary to get the thing going. And of course persuasion amounted to a threat by the labor movement, we wouldn't patronize you or we might even picket your store. We used Franco's as an example."

The campaign to mandate Sunday and holiday closing was taken to the public as well as the employers and became a popular consumer issue. Customers were encouraged to make it unprofitable for stores to open on these days by only shopping during the week. Although Sunday closing eventually became a thing of the past, its popularity formed the basis for Sunday premium pay in most Local 428 collective bargaining agreements today.

By 1936, Local 428 had become well established in the grocery industry and the majority of the food employers in the area had signed the following agreement:

AGREEMENT OF GROCERY CLERKS

This agreement entered into this _____ day of _____ 1936, between _____ the party of the first part (hereinafter known as the employer) and the Retail Clerks Union Local #428 of the Retail Clerks International Protective Association of the American Federation of Labor, the party of the second part (hereinafter known as the Clerks Union.)

Section 1. The employer agrees to employ none but members of this Union in good standing, provided however, that in such cases where the Union cannot supply an employer with help, the employer may hire anyone provided, the employee makes application for membership in Union within two weeks from date of such employment.

Section 2. The employer agrees to allow the Business Representative of the Union at anytime to investigate the standing of the employees in the firm.

Section 3. Forty eight (48) hours shall constitute a weeks work for all clerks to be worked as follows: Employees shall not work more than forty eight (48) hours per week. Nor more than ten (10) hours per day. Nor more than six days per week.

Section 4A. No managers or assistants shall work more than 63 hours per week nor more than 10 and 1/2 hours per day.

Section 4B. There shall be no alternating of working hours unless the Retail Clerks Union be so notified.

Section 4C. All employees shall be allowed one (1) full uninterrupted hour for lunch.

Section 5. Inventory may be taken on Sunday if necessary.

Section 6. In an emergency, in which case a person is required to work behind closed doors to take inventory etc., the clerk will be paid at the rate of time and one half.

Section 7. Members of this Union are not allowed to work on Sunday and the following holidays: NEW YEARS DAY, DECORATION DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY, and CHRISTMAS DAY. Union stores shall open on or after 7:50 A.M. and shall not close later than 7:00 P.M. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.

Section 8A. The following shall be the minimum rate of wages for Retail Grocery Clerks:

Managers & Assistants	27.50 per week
Checkers	22.50 " "
Clerks	18.00 " "

Section 8B. Employees working the day before and the day after a holiday shall receive pay for the holiday; however this section refers only to steady employees.

Section 9. Any violation of the foregoing stipulations shall be sufficient cause for surrender of the Union Store Card.

Section 10. This agreement takes effect on _____ day of _____ 193____, and remains in effect until _____ day of _____ 192____. It shall continue from year to year thereafter, from _____ day to _____ day of _____ each year, unless changed in the way later provided.

Section 10A. Either party desiring changes must notify the other party in writing at least thirty days immediately prior to _____ day of _____ of any year. However, changes can be made at anytime by mutual consent. In the event that a condition may arise beyond the control of either party, this union, employer and a third party, to be selected by both parties, shall sit in conference.

EMPLOYER

RETAIL CLERKS UNION #428



One of the earliest Safeway Stores in downtown San Jose.

In the early years of the Local, most of the grocery stores were independently owned, but in the late thirties the first chain store in the area, Safeway, began operation. A large factor in the original sluggishness of the chains was the lack of acceptance by the public. Many were of the opinion that the chains provided unfair competition for local merchants. Oddly enough, it was this very conflict that allowed Local 428 to first organize Safeway stores.

In 1936, there was an anti-chain store initiative on the ballot which if passed would have placed a much higher tax burden on the chain operations. Safeway, in its desire to defeat the measure, sought to ally itself with the Labor movement. The company agreed not to impede the Union's organizing efforts and a collective bargaining agreement was soon negotiated. Labor opposed the initiative which was ultimately defeated. Other chains such as Lucky and Purity began to spread rapidly throughout the area and the food industry began its first step in the metamorphosis into the form in which we know it today.

Safeway stores played another very important role in Local 428's history. Working at the Palo Alto store was a young, outspoken Union member named Jim McLoughlin: "I worked at Safeway on University Avenue and Vic came up and talked to me about becoming an officer in the Union. I was already a member and I was supposedly a Vice President of that area and so he asked me and I told him I didn't know, and that my father didn't want me to get involved in union activities."

McLoughlin had no way of knowing at that time that Lazzaro was really looking for a successor to take over the leadership of the Local. The circumstances under which Vic Lazzaro was forced to resign provide a microcosm of an unfortunate aspect of the history of the labor movement in the mid-twentieth century. The American Federation of Labor (AFL) of which the Retail Clerks Union was affiliated was basically a very conservative, craft-oriented union. It shied away from organizing the workers who had the greatest need for a union, the unskilled masses in the industrial sector. To fill this void, the Congress of Industrial Organizations

was formed and began to organize all workers in all industries. Due to the militancy of this rival organization as well as the competition it created, the AFL leadership accused it and its followers of being tainted by communist influence. This was a stigma that the entire labor movement would have to contend with just ten years later.

Vic Lazzaro saw the CIO as a much-needed shot in the arm for the labor movement and he agreed to participate in one of their conventions. Upon his return, Vic was labeled as a "communist sympathizer" and was expelled by the International Union. "They wouldn't give me a withdrawal card or anything," explains Vic. "They took away my Union card and said that they would deny me the right to work in a Union store." Although Vic was able to remain in the grocery industry and would later be hired as a business agent by Local 428, for the time being he was out of the picture.



Despite his initial reluctance, by 1937 Jim McLoughlin was well on his way toward assuming the leadership of the Union. McLoughlin was elected to the position of Business Manager in December, 1937. Although Secretary-Treasurer Fred Evans was technically the executive officer, Jim quickly took control and began to move the Local in a new and aggressive direction. In 1942, McLoughlin's leadership was legitimized when he was elected to the position of Secretary-Treasurer.

At the time McLoughlin assumed office, Local 428's membership stood at approximately 300. By the time he retired forty years later, Local 428 had become the largest union in Santa Clara County with nearly 8,000 members.

The decade of the 1940's brought massive changes for Local 428 as well as the rest of the labor movement. World War II was of course the dominant event of that decade, and labor relations were very much predicated on the need for success in the war effort. There was an implicit agreement by the labor movement with President Roosevelt that there would be no strikes for the duration of the war, a commitment that was fulfilled almost 100 percent. Wage increases were determined by a federal agency known as the War-Labor Board. Local 428 was involved in a number of disputes over the Board's decisions. Much of the problem revolved around the

McLOUGHLIN BEGINS FOUR DECADES OF LEADERSHIP



A young Jim McLoughlin

question of whether Santa Clara County was an agricultural or an industrial area, the latter being eligible for greater consideration.

As the war was drawing to a close, the Union turned toward further organization, concentrating to a large extent on department stores. Using the Hart's contract as a basis, Vic Lazzaro, who had been rehired by this time and McLoughlin were able to organize Sears on San Carlos Street. Victories also came in the mid-1940's at Kress, and after a long battle, at Hale's Department Store.



NEW ATTITUDES, NEW TACTICS

The post-war period proved to be a very difficult time for unions. Members were quite anxious to be compensated for their moderation and cooperation during the war, and employers were more determined than ever to battle unions where they existed and to resist them where they did not. Organizing became a much more difficult task and the Union was forced to resort to defensive tactics like picket lines in its efforts to represent additional workers.

One of those picket lines was at the Federal Stores building at 52 South First Street. Federal had operated in San Jose since 1925. In February of 1946, their lease expired and they were forced to dismiss the workers, all members of Local 428. In November, the company began to recruit workers for its new location on First Street. While the company was willing to recognize the Union, it refused to agree to a closed shop agreement, claiming that such an agreement would violate the National Labor Relations Act. The NLRA, which became law in 1935 and was amended in 1946, had not been extended to the retail industry up to that point and so originated the dispute.

With the assistance of the Labor Council, a picket line was established at the store location. This brought construction to a halt, delaying the scheduled opening of the store. A lengthy and bitter legal battle ensued beginning with the issuance of a temporary restraining order by Superior Court Judge John Foley. The local labor movement, accustomed to having its way on such matters, was outraged at this action. McLoughlin remembers: "We had an understanding with the judges over many years—an off-the-record understanding—that they would not issue any restraining order against the Union without giving them an opportunity to be heard. The company had a lawyer from San Francisco, a hell of a guy, a good liberal democrat, everything you'd wish for except he was doing a job and he really did it on us."

McLoughlin chose to ignore the TRO and he, along with Lazzaro and others were arrested and charged with contempt of court. In the meantime, the company had filed a lawsuit, seeking damages for the delay in opening their store. After much publicity and local controversy, a settlement was finally agreed upon. The Union agreed to stop picketing and a collective bargaining agreement was negotiated.

The Public Stores incident was an early example of a developing problem with federal labor law that the entire labor movement is still attempting to cope with to this day.



THE CHANGING LABOR LAW

The Wagner Act, passed by Congress in 1935 was one of the most important pieces of "New Deal" legislation. Scorned by the business community from its inception, this law guaranteed and protected the rights of workers to organize and legitimized the collective bargaining process. It vastly increased both the strength and effectiveness of America's labor unions. Throughout the decade following its passage, business and conservative forces made numerous unsuccessful attempts at weaken-



ing or repudiating the law. Although this law was originally tailored for the industrial sector and did not cover retail workers during those years, Local 428 benefited from the positive general collective bargaining atmosphere that it created.

After the war, the situation changed dramatically. As mentioned earlier, the postwar efforts of unions to recover concessions made during the war and the desire to keep pace with the period's rampant inflation led to a long period of industrial unrest and an unprecedented wave of strikes. This course of events provided the necessary ammunition to the anti-Wagner Act forces and led to the passage of the Labor Management Relations (Taft-Hartley) Act over President Truman's veto in 1947. Known to the labor movement as the "slave labor act," Taft-Hartley amended the Wagner Act and placed numerous restrictions on the activities of labor unions. It outlawed the closed shop as well as one of labor's most effective weapons, the secondary boycott. It also loosened the restrictions on the granting of injunctions against unions. Most seriously, it allowed states to enact so-called "right to work" laws, one of the most potent anti-union weapons in existence. Although an extensive campaign was mounted to repeal "Taft-Hartley," it remains the basis for many of organized labor's difficulties today.

The food employers attempted to use Taft-Hartley against the Union by utilizing a section of the law, long since abolished, which required employees to vote on the issue of the union shop clause in a collective bargaining agreement. Thanks to a solid membership and the organizing efforts of McLoughlin, Claude Fernandez and others, Local 428 food clerks approved the union shop by a vote of 705 to 4 (the entire food membership totalled less than 800). Thus, the Union turned back a serious union-busting attempt.

Local 428 was one union that fought bitterly against the new labor law. "It didn't affect us for the first ten years," complained McLoughlin, "so then, now what the hell, just because Taft-Hartley came along, why should we come in and get the disadvantages of the NLRB?" It was a rational, but unsuccessful argument.

"ARE YOU NOW OR HAVE YOU EVER BEEN?"

Another element of the Taft-Hartley Act that was disdained by McLoughlin as well as many other labor leaders was a provision for a loyalty oath. Spawned by the developing cold war hysteria of the late 40's and early 50's, this provision required union officers to file so-called "non-communist affidavits" with the government. These affidavits declared that the official was not a member of the Communist Party or "any organization that believes in or teaches the overthrow of the United States Government by force or by any illegal or unconstitutional methods." Many union officials, including those of Local 428 refused to sign the affidavits, holding that they were an unconstitutional infringement on their personal political freedom.

As a result of Local 428's reputation for being a somewhat "radical" union, its officers received more than their share of harassment. McLoughlin recalls: "It inhibited your freedom of expression because you knew that a third party was involved. Your phone was tapped at the Union office, your phone was tapped at home and they knew everything that was going on."

The penalty for non-compliance with the affidavit section by a union was the removal of that union from the collective bargaining certification process of the National Labor Relations Board. After an unsuccessful legal battle on the part of Local 428's new law firm, Garry, Dreyfus & McTernan (see inset), the officers of the Union finally relinquished and signed the distasteful documents. "So we finally became legal under the



NLRB," states McLoughlin, "and we've been in their clutches ever since." The affidavit provision of the law was eventually eliminated as the fanaticism of the McCarthy era subsided.

"DON'T MOURN— ORGANIZE!"

In 1947, Santa Clara County labor responded to Taft-Hartley and other right-wing attacks by staging the largest Labor Day parade in San Jose's history. An estimated 10,000 people marched in the event which included dozens of floats with contingents from nearly every union. Local 428 was one of the prime movers behind the parade, adopting as its prime objective, the struggle for the five day work week. The Retail Clerks provided a drill team and a car which carried Sylvia Rustowsky, who was billed as the "world's fastest checker." Sylvia was featured in many national magazines and was purported to have the ability to check three to ten grocery orders per minute.





Local 428 Basketball Team 1948-49—Front row: Anthony Piazza, Don Diehl and Tom Green. Back row: Richard Green, Coach Benny Martin, Al Mendeuce and Joseph Vierra.

Nearly all of Local 428's members participated in the parade providing by far the largest group. The overwhelming success and popularity of the 1947 Labor Day Parade was a message to employers that union members were not about to roll over and play dead as a result of current anti-union political trends. More specifically, it aroused the necessary public support which helped lead to the establishment of the five day work week.

Local 428's membership was certainly not intimidated

by the anti-labor atmosphere in Washington. Major gains were achieved throughout the food industry and organizational programs were implemented in the few remaining non-union grocery stores in the county. Organizing also continued in the department store, clothing store, drug and liquor divisions. To keep members interested in their Union, membership meetings often included special speakers and sometimes short skits performed by Union members and officers.

SOUTH COUNTY GETS THE MESSAGE

Prior to 1947 the Union's activities had been concentrated on the San Jose and North County areas. In that year, it was decided that it was time to extend the message of Local 428 to the Gilroy area.

Al Bettancourt owned two markets, one in Gilroy and the other in San Martin. When Local 428 organizers began to enlist members from the Gilroy store, the employer responded by firing several of the Union supporters. On September 6, the store's employees began what was to be a very bitter and very noteworthy three week strike. The dispute caused a great deal of commotion in Gilroy where the **Gilroy Dispatch** reported that: "None of the Gilroy stores as yet have signed any contracts with the Union and the present strike is the first outbreak of union activity."



It became clear quite early in the strike that Al Bettancourt would do everything possible to break the Union in its South County efforts. According to Jim McLoughlin: "He was tied in with the Associated Farmers down there, which was a very reactionary group and he thought that all union guys had horns and he just couldn't stand us."

Bettancourt began his campaign by forming the "Gilroy Employers' Association," an anti-union business group. He then began purchasing newspaper advertisements attacking the Union and imploring customers to "cross the picket line and help protect the free enterprise system."

The store's owner tried a number of other gimmicks designed to break the strike, including a weekly "merchant's demonstration." These demonstrations consisted of several dozen Gilroy businessmen who would cross the picket line en masse, in order to show support for Bettancourt. "They would get the merchants once a week," says McLoughlin, "and they would all get together and march down the street cheering, everybody with big banners and they would come back to the store and all buy a nickel's worth of candy and all go out." Bettancourt also hired people to picket the pickets and would at times broadcast anti-union speeches over a loudspeaker with the Star-Spangled Banner playing in the background.

With the help of his friends in the farming industry, Bettancourt attempted another innovative but unsuccessful tactic. The farmers began to pay their field workers in script, redeemable only at Bettancourt's Market. A call to the State Labor Commissioner soon put an end to that plan, however.

The employer also attempted in a number of ways to take the members off the picket line. His ally, William Werner, the publisher of the **Gilroy Dispatch** asked the Union to call off the strike, and even visited workers in their homes asking them to abandon the picket line. On one particular day, picnic tables loaded with food, beer and whiskey were set out in an attempt to divert the attention of the pickets. Not only was it unsuccessful, but it resulted in a visit from the Alcoholic Beverage Commission.



None of Bettancourt's attempts was successful in breaking the determination of the striking Local 428 members. While the owner had the support of his fellow business people and large farmers, the Union enjoyed the support of the community at large, specifically small farmers. The market was located behind a gas station and early on Saturday mornings several farmers would bring their big equipment down for servicing. They would park on each side of the station, blocking the public's access to the market.

The picket line was boosted by other Local 428 members who worked at the Purity store nearby. One of those who participated was a clerk named George Soares, Local 428's current President. The store's business was reduced by well over fifty percent.

After three weeks, a bitter Al Bettancourt decided that he had had enough and agreed to sign the county-wide grocery contract, ending the strike. The other South County markets, not wishing to be involved in a similar dispute, quickly joined Bettancourt in signing the agreement.

Bettancourt would open additional markets in San Jose and in Mountain View before eventually getting out of the grocery business in the late 1960's.

Page 3 — Gilroy Dispatch — Friday, Sept. 12, 1947

Bettancourt's Employees Walkout Sale

During the past week the Bettancourt's Market has been picketed by former employees of our market, who saw fit to leave their jobs in spite of increased pay and shortened working hours. The Bettancourt's Market has always had congenial working conditions and has been interested in its employees.

Compare these wages paid during the past few weeks with

those paid by other work in the City of Gilroy. Our ceive \$62.50 for 48 hours, which is excellent pay for any worker.

Listed below you will find many specials that will save you money and in turn you will be aiding your cause to protect free enterprise and guarantees workers the right to work without pay-

ing tribute to any unions for the right to work. The Bettancourt Markets in the past have looked after the food interests of the people in this area by giving them the highest quality merchandise. Give this service and in addition to look after the interest of our employees by giving them the highest wages possible.

SPECIALS FOR SATURDAY

\$150.00 FREE GIFTS To Be Awarded Hourly

Consisting of Floor Lamps, Electric Irons, Radios, Blankets, Groceries, and Special Awards for Children Making Purchases.
FREE ICE CREAM FOR CHILDREN ACCOMPANIED BY PARENTS

SAFEWAY DECLARES WAR



THE SAFEWAY PLAN

The decade of the 1940's ended with a bitter and protracted Bay Area wide dispute with Safeway Stores. The Bay Area Clerks unions had proposed to renew, without changes, the 1949 grocery contract. The food employers, led by Safeway, responded by terminating the agreement and proposing numerous serious changes. Among the proposals was a weakening of the union shop and, what became the most controversial issue, the removal of store managers from coverage by the contract. Safeway claimed that their proposed changes were necessary in order to comply with the recently enacted Taft-Hartley Act.

Safeway clerks in Alameda and Contra Costa County and in San Francisco went on strike while spreading a boycott to Santa Clara County. Both sides waged extensive media battles with newspaper advertisements and pamphlets aimed at consumers. The Retail Clerks alleged that Safeway's actions were part of an overall plan to oust the Union. Meanwhile the Teamsters, led by Dave Beck, became embroiled in the dispute when they not only crossed picket lines but attempted to take jurisdiction over workers at Safeway. The unions cried "conspiracy" while the company declared that the strike was illegal.

The problem dragged on well into 1950 and many of the issues were ultimately considered by the National Labor Relations Board and by the court. When it was over, the unions had gained a greatly improved contract, providing substantial wage increases and most important, the establishment of an employer-paid health plan. The issue of the store managers was left to the courts and was eventually decided in favor of the employer.

428 PIONEERS
HEALTH PLAN

The establishment of the health and welfare plan was one of the most significant events of the 1950's. In fact, Local 428 was the first union in the county to establish such a plan in a collective bargaining agreement. It became effective in the food division in 1950 and was extended to most of the soft-line stores the following year. The original plan called for a contribution rate of eight cents per hour (all of today's plans cost in excess of one dollar per hour) and provided excellent coverage for its time.

The fact that health benefits were virtually unheard of in non-union stores resulted in the plan becoming a very effective organizing tool. The Union's primary organizer in the 1950's was John Blaiotta. John, a former executive officer of Local 1100 in San Francisco, was extremely successful in his organizing efforts, especially among workers in the then-thriving downtown area. It was through his efforts that stores such as Smith's, Berg's and others were organized. Blaiotta continued to serve Local 428 as a business agent until his retirement in 1972.



Organizer
John Blaiotta

SUMMARY OF BENEFITS

FOR MEMBERS

Life Insurance	\$5,000.00
Accidental Death and Dismemberment	
Principal Sum	5,000.00
Hospital Benefits	
Room and Board, Daily Benefit	12.00
Other Hospital Charges	up to 200.00
Surgical Benefits	
Up to Amounts shown in	
Schedule of Operations	up to 300.00
Medical Benefits	
Doctor Calls	
In Hospital	up to 3.00
At Home	up to 6.00
In Office	up to 4.00
Diagnostic X-ray and Laboratory	up to 50.00
Ambulance Fees	up to 25.00
Supplementary Accident Benefits	up to 300.00



VOLUNTARY
WAGE INCREASE

The rampant inflation problem which accompanied America's involvement in the Korean War forced the government to seek a desperate remedy. It became quite clear by early 1951 that some form of wage and price controls would be mandated before the end of January. This left the clerks with a dilemma. The food and liquor contracts were scheduled to expire on March 31, well after the wage freeze was set to take effect.

In an attempted solution to the problem, the Union announced a plan to seek voluntary compliance from employers for a \$5 per week wage increase. The Union's argument was based in part on the fact that San Francisco clerks and local butchers had recently been granted such increases. In the request, Secretary-Treasurer McLoughlin stated that "To eliminate prolonged negotiations and to insure stability of employment in the event of a threatened national wage freeze, Local 428 is willing to waive other demands it might appropriately make upon the reopening of the agreement, if employers are willing to increase wages for clerks by \$5 per week."

Members were urged to pressure their employers to send letters to the Union, indicating their willingness to comply with the request. Surprisingly enough, many employers cooperated and granted the increase prior to the official announcement of the freeze.



THE HALE'S ELECTION

Since the early 1930's, Hale's had been one of the cornerstones of Local 428. Many of the Union's roots went back to those original Hale's employees who gathered in 1933 and helped to re-establish the Local. The first union contract was signed by the company in 1944, and relations were fairly good until the late 40's and early 50's when friction began to develop between the parties. Things steadily became worse and in 1952 the Union was faced with a company-instigated decertification election. Despite attempts by the employer to persuade members to abandon the Union, Local 428 representation was maintained by a substantial margin.

The Union's campaign was successfully led by then-president Claude Fernandez and organizer Amanda Honeywell. Hale's would continue to exist as a union store until it closed its doors in the mid-1960's.

The decade of the 1950's signaled the beginning of a period of growth in Santa Clara County that would result in a substantial increase in both the size and the strength of Local 428. In 1957, Local 428 became the first union in the county to negotiate a pension plan into a collective bargaining agreement. Originally covering only grocery employees, the plan was later extended to workers in other retail stores.

THE UNION SHOP ELECTION

One of the most serious tests of Local 428's strength came in 1951 with the NLRB mandated union shop election. Successful litigation on the part of the Grocers' Association resulted in the Union's security language being put to the test. In a Taft-Hartley "union authorization" election a majority of all affected employees had to vote for the union shop in order to maintain it in the contract (due to the overwhelming success rate of unions in these elections, the provision requiring them was eventually amended out of the law).

The leadership of 428 realized that it had an

extremely important organizing job on its hands. Due to the nature of the election, voter turnout was as important as was voting for the Union. Due to the efforts of McLoughlin, Claude Fernandez and others, the election resulted in an overwhelming victory for the Union. Out of a possible vote of 797, 743 voted for the union shop, and 39 voted against it. The defeat of this union-busting attempt on the part of the employers would solidify the membership of Local 428 and ensure its continuing success and growth.



LOCAL 428 STAFF, 1960—Left to right, John Blaiotta, Bill Tupper, Vic Lazzaro, Claude Fernandez, Jim McLoughlin, Amanda Honeywell and Elmer Lillard.

THE RIGHT TO WORK (FOR LESS)

An event-filled decade was capped in 1958 with California's "Right to Work" fight. The 1947 Taft-Hartley Act gave states the right to outlaw union security clauses through so-called Right to Work laws. RTW laws, when passed, severely crippled the effectiveness of unions and led to an overall worsening of working and living standards. Business interests were successful in placing a RTW initiative on the November ballot in 1958. The threat of Proposition 18 organized the state's labor movement like nothing had since the struggle for the eight hour day. The campaign in Santa Clara County was led by Local 428's organizer Vic Lazzaro, on a full time leave of absence from the Union. Coalitions were quickly formed with churches and other community groups.

Embroidered in the controversy were the two candidates for governor, Pat Brown and William Knowland, the latter supporting Proposition 18. In a record voter turnout, Californians soundly defeated Knowland and Right to Work, and the issue has not come close to appearing on the California ballot since that time.



The wrecking crew

Jim McLoughlin, Bill Tupper and George Soares pitch in during the 1965 Delano Farmworker Food Drive.



THE 60's: STABILITY IN A TIME OF TRANSITION

Revitalized by the successful struggle against Proposition 18, the county's labor movement, including Local 428, anxiously entered the 1960's. The 1960's was a period of massive change: a President was assassinated, a war was begun; but through it all Local 428 and its members continued to prosper and the gap between union and non-union retail wages grew wider. Of course, like at any other time, there were problems. Increasing resistance from employers in the furniture and department stores led to picket lines at such places as Goldeen's and Martino's Furniture.

The 1960's was also the decade in which the United Farmworkers Union came into existence. Local 428 members, along with other county unionists, were quick to come to the aid of this struggling organization through marches, demonstrations and food and clothing drives. Through the efforts of unions such as Local 428, the UFW has attained the status as a bona fide labor union within the AFL-CIO.

As Local 428 approached the 1970's, rapid changes were still taking place in the industry. "It seemed as if a new grocery store was opening each week," remembers 428's current president, George Soares. It was also a period in which the chain supermarkets began to overshadow the independent stores. Lucky's, Safeway, Albertsons, Alpha Beta, Purity and others were expanding rapidly.

Another by-product of the era was the emergence of the discount stores. The first one to open in Santa Clara County was Bay Mart, which was covered by Local 428's first discount store contract. The next store to appear on the scene was the CMA store in Sunnyvale. CMA was an east coast chain, and its owners did not intend to sign a union contract. The fact that they had alleged ties with an organized crime syndicate made matters even worse. Through the efforts of McLoughlin and Blaiotta, the company consented to allow union representatives into the store in order to request that employees sign authorization cards. A majority of them did so and the Union was officially recognized. Other discount stores soon followed including Gem, White Front, Bazaar, Shoppers World and Gemco. The discount stores would begin to fade from the scene within five years and Gemco eventually became the lone survivor.

Even though the discount stores eventually went out of business, Local 428's membership continued to grow, nearly doubling between 1965 and 1975 when it stood at over 7,000.

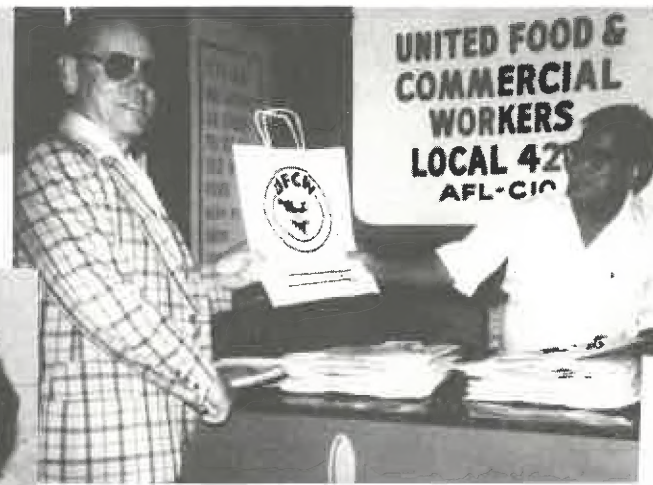
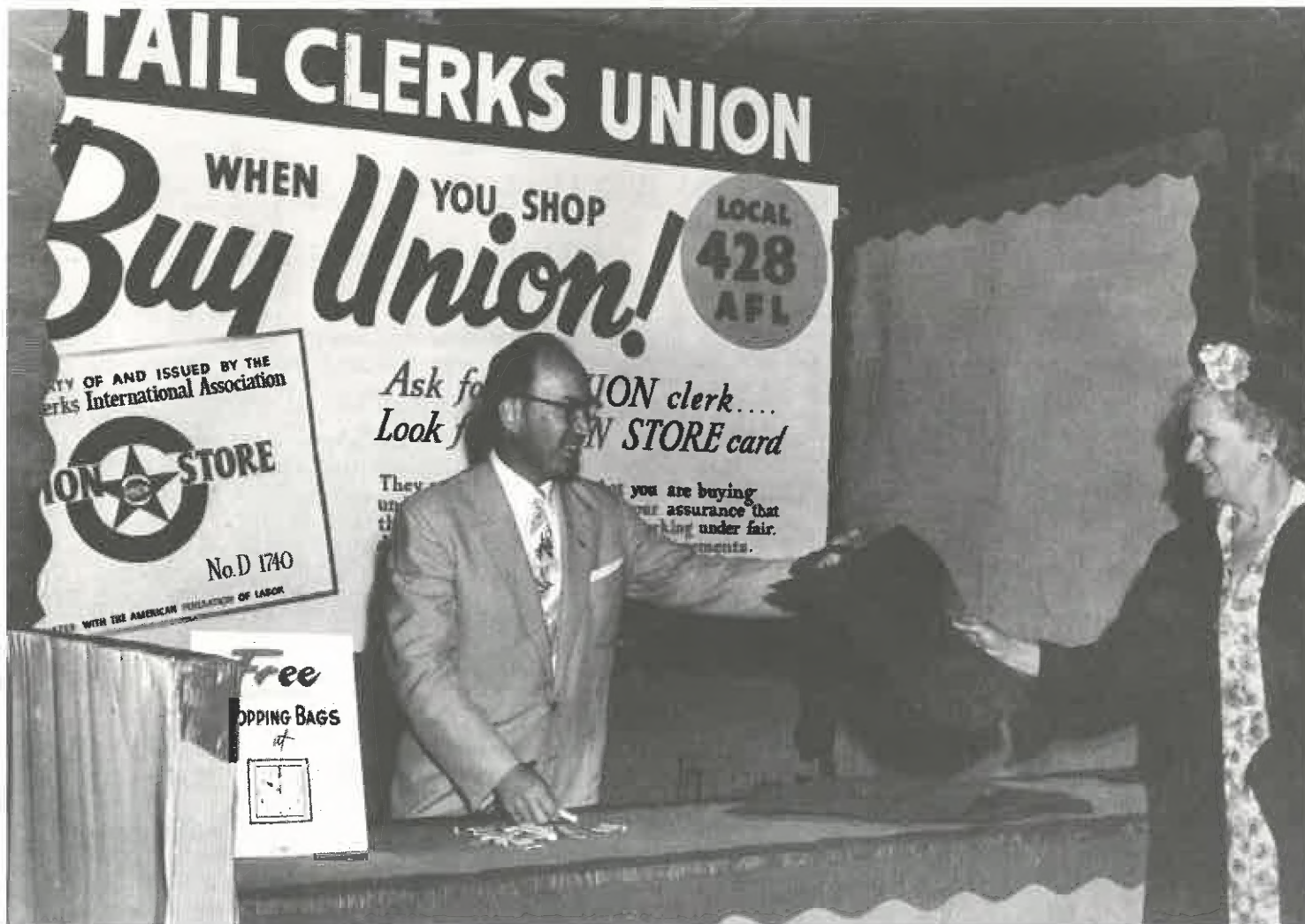
The 1960's was also the decade when many of the Union's current benefits were negotiated. Included are the dental and vision plans, the funded sick leave and vacation plans and the prescription drug program.

AT THE FAIR

Rusty Morrison, on left, at the 1983 fair.



Jim McLoughlin hands a Retail Clerks' bag to a happy fairgoer in the late 50's.



Long-time Local 428 activist Sal Deangelo worked the 428 fair booth for over 10 years.

Anyone attending the Santa Clara County Fair during the past 35 years has more than likely seen or been given one of Local 428's shopping bags. The Union's booth is always one of the most sought-after exhibits each year. In 1983 over 15,000 bags were distributed by Local 428 retirees Eli Kalez and Rusty Morrison.

CHARTER DANCES

TWO VERY ACTIVE Union Representatives from the 50's and 60's



HELEN BOGARD
Recorder



FLOYD WESEMAN
1st Vice President



For many decades a popular Local 428 event was the Annual Charter Dance. Music and various forms of entertainment were provided for those who attended. The popularity of the annual event waned in the 1970's as the musical tastes of the membership changed. The final Charter Dance took place in 1979.

GARRY, DREYFUS & McTERNAN: OVER 30 YEARS OF PROGRESSIVE LEGAL REPRESENTATION

There was an important reason that the leaders of the Retail Clerks Local chose Barney Dreyfus and Frank McTernan to represent them in 1948, and it is summed up by McTernan himself: "We weren't afraid to represent anyone, communist or not. We didn't fall victim to the McCarthy hysteria." While the leaders of the Union were not communists, they needed just such a law firm to deal with the serious issue of the Taft-Hartley non-communist affidavits and loyalty oaths.

Because of their reputation, the Retail Clerks International attempted to force the Local to drop the firm, but McLoughlin flatly refused and the relationship continues to this day. While representing the Union in hundreds of cases over the years, the firm of Garry, Dreyfus & McTernan gained national fame for their repre-

sentation of such clients as Olita O'Conner Yates and Huey Newton of the Black Panthers.

In 1969, in a pioneering event the Union and the firm cooperated to establish a group legal service for Local 428 members. To this date, thousands of members have taken advantage of this service.



BARNEY DREYFUS



FRANK McTERNAN

Frank McTernan continues to represent the Union in most of its NLRB proceedings. Recently, Frank was honored by the Bay Area Chapter of the National Lawyers' Guild in a special ceremony. Through his efforts and accomplishments, along with those of Barney Dreyfus and Charles Garry, the firm continues to be one



President Fernandez Welcomes Carole Healy

of the most highly respected in the Bay Area.

In the San Jose office, Brian Walsh, Samuel Swift, Jan King and Esau Herrera continue this fine tradition.



Former home of Local 428 at 84 S. First St.

A NEW HOME

428 Staff at site of new building



By 1970 and even before that time it had become obvious that the Union's office on First Street was too old and too small to accommodate the fastest growing union in Santa Clara County. The leadership of the Union had more than a new office in mind however, and in 1977 the Casa Del Pueblo became a reality. Concerned with the lack of affordable housing for low-income senior citizens, Local 428 received financing from the U.S. Department of Housing and Urban Development in order to build 164 apartment units in the twelve floors above the new Union office. Many of the tenants pay as little as \$79 per month for clean, safe and modern living spaces. Local 428 became one of the first unions in the country to sponsor a project of this nature and it stands as the Union's prime example of its commitment to the community.

CHANGING EMPLOYER ATTITUDES

By 1970 the grocery industry was well into the modern era. That transition also signalled a change in union-employer relations in that industry. Bargaining had always been difficult but up until that time, strikes had been rare. The 1970's, however, brought three major strikes in the food industry. The first came in 1973 when the Butchers' Union was forced into action by the Food Employers Council. The strike and resulting lockout brought major chaos to the industry. The fact that this was the first major food strike in the area meant that the companies were not prepared for such action. Many of the stores closed their doors and those that stayed open had very little in the way of groceries. Due to this situation along with the support of Local 428 members who honored picket lines, the three week strike resulted in a very decent contract for the meatcutters.

The Teamsters were forced to strike twice in the 1970's, once in 1974 and again in 1978. It had become obvious by 1978 that the food employers had learned their lesson. Stores were no longer closed and every attempt was made to continue normal operations. It



1973 was also the year in which members were asked to help in the independent drug stores dispute.

appeared that the food chains had made a commitment to "get tough" with the unions, a fact that would exhibit itself very clearly in the 1980 Retail Clerk negotiations.



THE STRIKE OF 1980

When the Butchers and Retail Clerks International Unions merged in 1979, they did so in part because of the increasing difficulties in dealing with the country's major chain stores, especially in the food industry. In 1980 the United Food & Commercial Workers Local 428

would face its first and foremost challenge. Grocery clerks were accustomed to taking strike votes every three years and sweating out deadlines, but last-minute settlements had always been reached. Early on in the 1980 food negotiations, it became clear that a different atmosphere prevailed and that a showdown would be inevitable. The FEC's insistence on major concessions forced Bay Area unions to strike Safeway on January 20. The following week, members at Lucky, Alpha Beta and Albertson's were locked out.

Unlike the Butchers and the Teamsters, striking clerks maintained active and successful picket lines. Through direct contact with their customers, members at many stores were able to persuade the vast majority of shoppers to patronize unaffected stores for the duration of the six week dispute. The success of this interaction with the customers was the key to victory in this bitter strike. Through their determination and persistence, Bay Area clerks were able not only to beat back employer take-aways, but were successful in gaining major improvements in the food contract.

With the retirement of Jim McLoughlin in 1979, much of the burden of the strike fell on the shoulders of new president Claude Fernandez. Claude was no stranger to Union leadership however, having been on the staff of Local 428 since 1942. Claude, along with McLoughlin, served as the Union's leadership team for nearly forty years. His contribution to Local 428 and its members can be summed up by his own words: "Of my many and varied activities on behalf of Union members, I always derive greatest satisfaction from the negotiating and enforcement of Union contracts. It is here that one experiences the true meaning and value of Unionism. It is through organizing and enforcement of Union contracts that the rights of men and women to determine the condition of their labor become a reality—irrespective of race, color or creed. For these basic rights, Labor Unions were organized and for these aims I am dedicated. As a trade unionist, I am relentlessly working toward the day when all working people will be members of Labor Unions. Only in this manner can individual dignity be secured on the job as human beings and employees."

A young Claude Fernandez



Claude Fernandez at his retirement party



Jim McLoughlin and Elmer Lillard campaigning in 1964

Local 428 Active Ballot Club supported Dan McCorquodale in his successful bid for the office of State Senator in 1982.



INVOLVEMENT IN THE POLITICAL PROCESS:



Union rep Steve Stamm received a political "mover and shaker" award and Jim McLoughlin a special award at the 1982 COPE awards banquet.

The history of the political involvement of Local 428 is one in which we can all take great pride. In our fiftieth year we can count Democratic majorities in the Congress and the State Legislature, as well as on the County Board of Supervisors and most city councils. Such was not always the case.

When Local 428 was chartered in 1933, Santa Clara County was still a conservative agricultural area. The Local had only had four hundred members, and friends of labor were few and far between. Times were very difficult back then but the first steps were taken on the path leading to fifty years of support for the candidates and issues which served the interests and needs of our members.

Under the leadership of retired President James P. McLoughlin, Local 428 affiliated with the Santa Clara County Labor Council and with what is now known as the California State Labor Federation. Political activities were channeled through the Labor League for Political Education. the LLPE was to become the Committee on Political Education with the AFL-CIO merger in 1955. About those early years, McLoughlin said, "It was survival. We were always very active, always paid our per capita tax, always subscribed to the Union publication, always did the right thing, the left thing, whatever to make our members know what was going on and had contact and so forth."

County Supervisor Zoe Lofgren and Congressman Don Edwards with 428 Secretary-Treasurer Dave Reiser



Organizer Ron Lind emcees a dinner for a visiting trade unionist from El Salvador last year.



A CONTINUING COMMITMENT

Victories came slowly and with great difficulty. An early benchmark occurred in the late 1940's when the first two democrats, R.O. Mutolo and John Foley became Superior Court Judges. But the major turning point came with the general elections in 1958.

In 1958 the conservative forces in the state which had always been opposed to the rights of working people succeeded in placing on the ballot a Right To Work Initiative. Local 428 assigned Vic Lazzaro to work full-time as coordinator of the campaign against the initiative. Galvanized into an unprecedented level of political action by a proposal which threatened its very survival, Local 428 took the lead in soundly defeating this measure. These elections proved to be a real benchmark for political action in many ways. Forces were set in motion which are felt in the county and the state even today. For the first time Democrats controlled the State Legislature and politicians such as Pat Brown, Stanley Mosk and Alan Cranston were elected to office. These victories led to others on the local and state levels.

It is difficult to over-estimate the long-range effect of that election. From the momentum of this progressive victory came the election of other politicians who were sensitive to the needs of our members and to the working people of this state.

Through the 1960's and 1970's, Local 428 was very actively involved in the issues of the day. Beginning with

outspoken support for the Civil Rights and farmworker movements through its early opposition to the Vietnam War, we were in the forefront on issues affecting the lives of our members. Continued political support for favorable candidates led to the strong local, state and congressional delegations we currently have.

Fifty years of active political involvement have brought us to where we are today. It's been a long haul with many ups and downs, but the general trend has been toward the improvements in the lives of our members. Recent events have served to remind us, however, of the need for continued involvement. "The gains and improvements we've made over the years were not handed to us—they were won through diligence, perseverance and plain hard work," says Local 428 President George C. Soares, "and we've no intention of sliding backwards." To that end, President Soares directs the activities of Lou Menacho and Stephen Stamm, the Director and Assistant Director of Local 428's Active Ballot Club. The ABC is already gearing up for the 1984 Presidential election. "This is a critical election for all of us," says Soares, "but with the proper planning and active involvement of our members we will be heard, and we will prevail."

by Stephen J. Stamm



Representative Steve Stamm and Vice-Presidents Lou Menacho and Dennis Hughes register seminar participants.



George Soares with visiting labor official J.A. Gomes Proenca from Portugal.



George with Congressman Norm Mineta

Members attend collective bargaining seminar prior to 1983 food negotiations.



GEORGE SOARES: NEW DIRECTIONS, RENEWED COMMITMENTS

When George Soares was hired by Jim McLoughlin as an organizer in 1961, he never imagined that he would one day become the president of the largest union in Santa Clara County. Soares, who first joined Local 428 in 1943 while working at Safeway, would serve Local 428 in many capacities until becoming President and Chief Executive Officer upon the retirement of Claude Fernandez in 1981.

One of George's first actions was to strengthen and solidify the Union's collective bargaining and grievance departments. Under the direction of Secretary-Treasurer Dave Reiser, collective bargaining is now supported by a program of research and membership education. First Vice-President Dennis Hughes was appointed to head the highly complicated grievance and arbitration department.

Throughout his career, one of Soares' prime commitments has been to organizing. "We have a moral obligation to actively spread the message of trade unionism to unorganized workers," he says. "It's not only a question of helping other workers," he adds, "it is a question of survival. A union that does not grow, will wither and die like an unwatered flower."

Soares issues severance check to long-time Bonanza employee George Miller.



When Bonanza closed its four stores in 1982, over 150 Local 428 members lost their jobs. Local 428's negotiators and legal staff were able to negotiate over \$100,000 in additional severance pay for the affected workers.



George Soares, Dave Reiser and Union attorney Brian Walsh pose with several of the most senior Bonanza workers.



DAVE REISER
Secretary-Treasurer

In George's short term as president, the Union has enjoyed many organizing victories. The list includes Pak'N'Save, Best Products, Shoe Fair, Miller's Appliance and Ozuna Food Products. Working with Director of Organizing Ronald Lind, Local 428's Volunteer Organizing Committee gives rank-and-file members a chance to participate in the process. One of the most ambitious and promising organizing programs involves insurance workers. A collective bargaining agreement was recently signed with Union Life Insurance Services, covering nearly 150 new Local 428 members. The recent merger of the Insurance Workers Union with the UFCW should facilitate future growth in the Union's newest division.

UNION LIFE INSURANCE CONTRACT SIGNED

Back row, left to right: Bob Marr, Company P.R. Rep.; Ron Lind, Local 428 Organizing Director; Brian Henning and Bill Twomey, P.R. Reps. Front, left to right: Secretary-Treasurer Dave Reiser, Pres. George Soares, Company President Richard Halfenger, P.R. Rep. Darlene Cardoza.



ASSISTING OUR BROTHERS AND SISTERS

The help that Local 428 offered the United Farmworkers is just one example of the Union's commitment to coming to the aid of other unions. During the lengthy Sears strike in San Francisco in 1973, many of our members spent hours on the picket line and in various demonstrations. During the PATCO strike, UFCW workers supported the strikers at both the San Jose and San Francisco Airports.

At O'Connor Hospital, Local 428 walked the lines with striking nurses as they attempted to withstand the union-busting tactics of the employer.

More recently, in the summer of 1983, Local 428's organizer Ron Lind was arrested and jailed for fourteen hours while picketing with striking molders at the Felton Aluminum plant in Santa Clara.



O'CONNOR HOSPITAL—Left to Right: Lou Gray, United Way; Maxine Jenkins, CNA; Ron Lind and Homer Rivera, Local 428.



SERVICE TO THE COMMUNITY

It has long been the tradition of the labor movement to work with and to support all members of the community in which a union exists. Local 428 has lived up to that tradition over the last

50 years, cooperating with organizations such as the Council of Churches, United Way, the National Council of Christians and Jews, the NAACP and others. In 1982, Local 428 proudly began its sponsorship of Boy Scout Troop 170.

ON THE LINE

In 1975, J.C. Penney attempted to enter the food industry with its Treasury store operation. Local 428 and other Bay Area clerk unions were successful in defeating this attempt to run a non-union food store with substandard conditions. The Treasury was forced to close its food department due to mass public support of the unions' boycott.



BARBERS' MERGER

In 1982, Barbers' Union Local 252 merged with Local 428. Here, Local 428 members Bob Siirila and Tracey Olivera participate in a demonstration.

LOOKING AHEAD

In a time of plant closures and concession bargaining, it is difficult to predict what the future holds. The planned merger of Local 506 into our Union will no doubt give us new strength and direction. Regardless of what lies ahead we can take comfort in knowing that Local 428 is founded on hardships and struggles of working people. While much of our Union's history is a history of its leaders, we must not lose sight of the fact that a labor union is nothing but an empty shell without an active and dedicated membership. It is from that membership that the leaders and fighters of tomorrow will come and guide our great Union into its next fifty years.

Local 428 would like to thank the following supporters whose advertisements were received after our press deadline:

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State Senate
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WE ARE PROUD OF OUR ASSOCIATION WITH YOU AND WE LOOK FORWARD TO MANY MORE YEARS OF SHARING CONTINUED PROGRESS IN THE LABOR MOVEMENT IN SANTA CLARA COUNTY.



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Disseminating the history of organized labor and specifically the history of Local 428 to its members is an important and memorable event.

We wish you success in this endeavor and the members and officers of UFCW Local 1442 are happy to participate.

Michael A. Straeter,
President

Marjorie A. Caldwell,
Secretary-Treasurer
UFCW LOCAL 1442

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LOCAL 98, AFL-CIO, CLC

Salutes

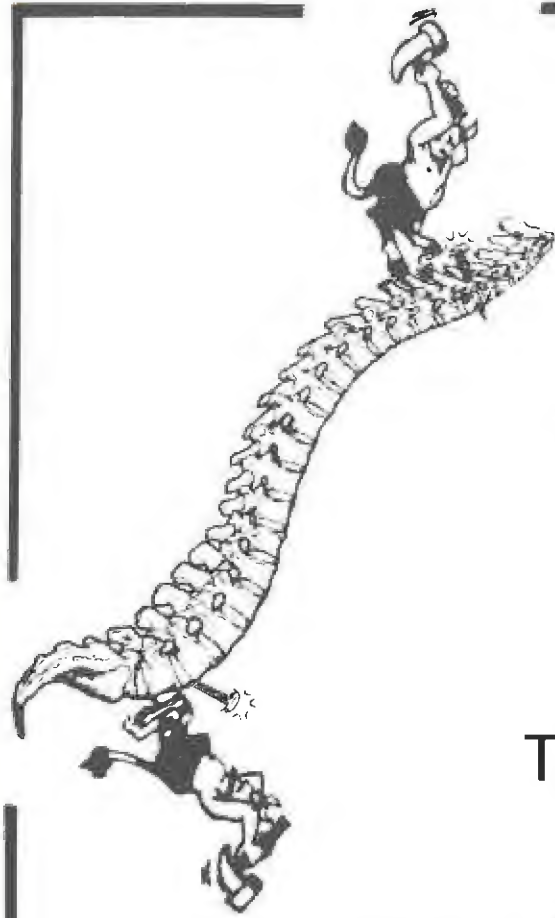
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on its Golden Anniversary

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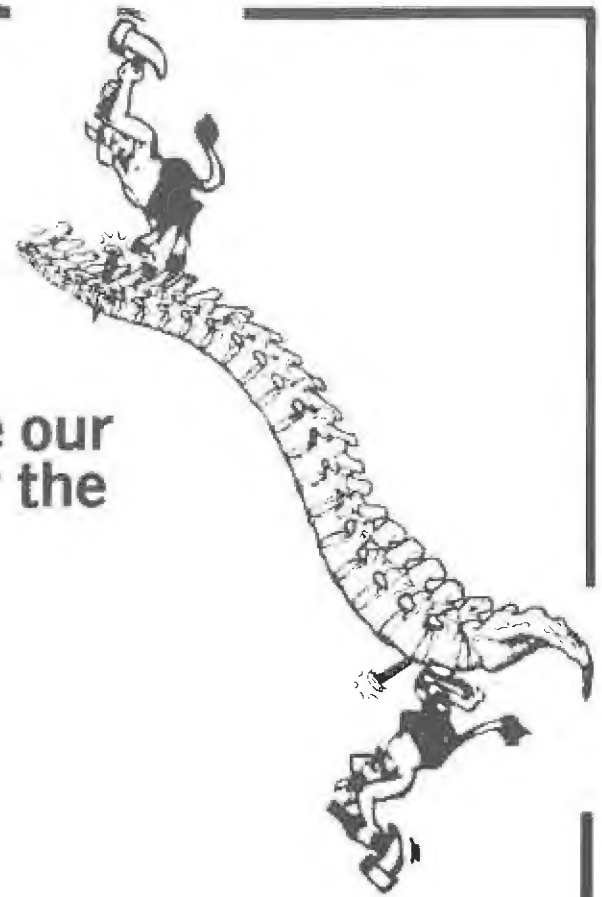


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Sean Michael McHugh
Member,
Local 428



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Local 428 on its
50th year of service.*

LOCAL 1179
Retail Clerks Union
UFCW

*Congratulations
to my friend:
at
UFCW, Local 428
on fifty years
of success.*


Don Edwards
Member of Congress

**Best wishes on your
50th year of service
to the Community!**
Toward Human Politics,



John Vasconcellos
Assemblyman,
Twenty-Third District

*"If I were a worker, the first thing I would do
would be to join a union."*

—Franklin Delano Roosevelt

There isn't really much one can add to that, is there? Congratulations to the UFCW on your golden anniversary and best wishes for the next 50.

Alfred E. Alquist
State Senator



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ON YOUR GOLDEN ANNIVERSARY!**

U.F.C.W. LOCAL 588

WYNN C. PLANK
President

LANCE REGINATO
Secretary-Treasurer

CONGRATULATIONS AND BEST WISHES!

Construction & General Laborers' Local Union #270

Leo S. Valdez	Pres.	William Shelton	Ex. Bd.
Robert A. Jaime	Vice-Pres.	Joseph Gadano	Ex. Bd.
Joaquin Delgado	Bus. Mgr.	Placido Cuen	Ex. Bd.

Gregory B. Aguilar **Sec.-Treas.**



**THE UNITED FOOD AND COMMERCIAL
WORKERS INTERNATIONAL UNION**

salutes

UFCW LOCAL 428

**for its service to its
Members and to the Community**

UFCW

William H. Wynn
International
President

Anthony J. Luty
International
Secretary-Treasurer



Best Wishes for another
50 years of service!

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TEAMSTERS LOCAL 287

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on

50 years of Membership Service

and

Labor Movement Leadership

In Solidarity, LOCAL 715

Service Employees International Union

John Gutierrez, o.f.m.,
President



Michael Harvey Baratz
Executive Secretary

Congratulations on Your Fiftieth Anniversary

Santa Clara and San Benito Counties
Building and Construction Trades Council
2102 Almaden Road, Room 208
San Jose, CA 95125
408-265-7643

Congratulations on a very
successful fifty years and best
wishes for another fifty from
Dominic L. Cortese, Assemblyman
from the twenty-fourth district.

U.F.C.W. Local 905 is honored to
celebrate with you **fifty years**
of achievements for the
working men and women of
your Local.

On behalf of the Officers, Staff
and Membership of Local 905, we
send to all of you our sincere
congratulations and best wishes
for the next fifty years of
continued successes.

Louis P. Angone
President
U.F.C.W. LOCAL 905
Harbor City, CA

Congratulations to all
my friends at
UFCW Local 428
and best wishes for
continued success.

Zoe Lofgren
Supervisor, Second District

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President - Frank Collard
Sec. Treas. - Doris Lowe

**CONGRATULATIONS
ON YOUR 50th YEAR,**

**FOR THE DEDICATION TO ALL
OUR BROTHERS AND SISTERS.**

WISHING YOU MANY MORE!

From the Officers, Staff
and Membership of Local 1288.

Don Hunsucker
President-Chief Executive Officer

**Congratulations,
Local 428,
on your
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**Rod Diridon,
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**Congratulations
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From

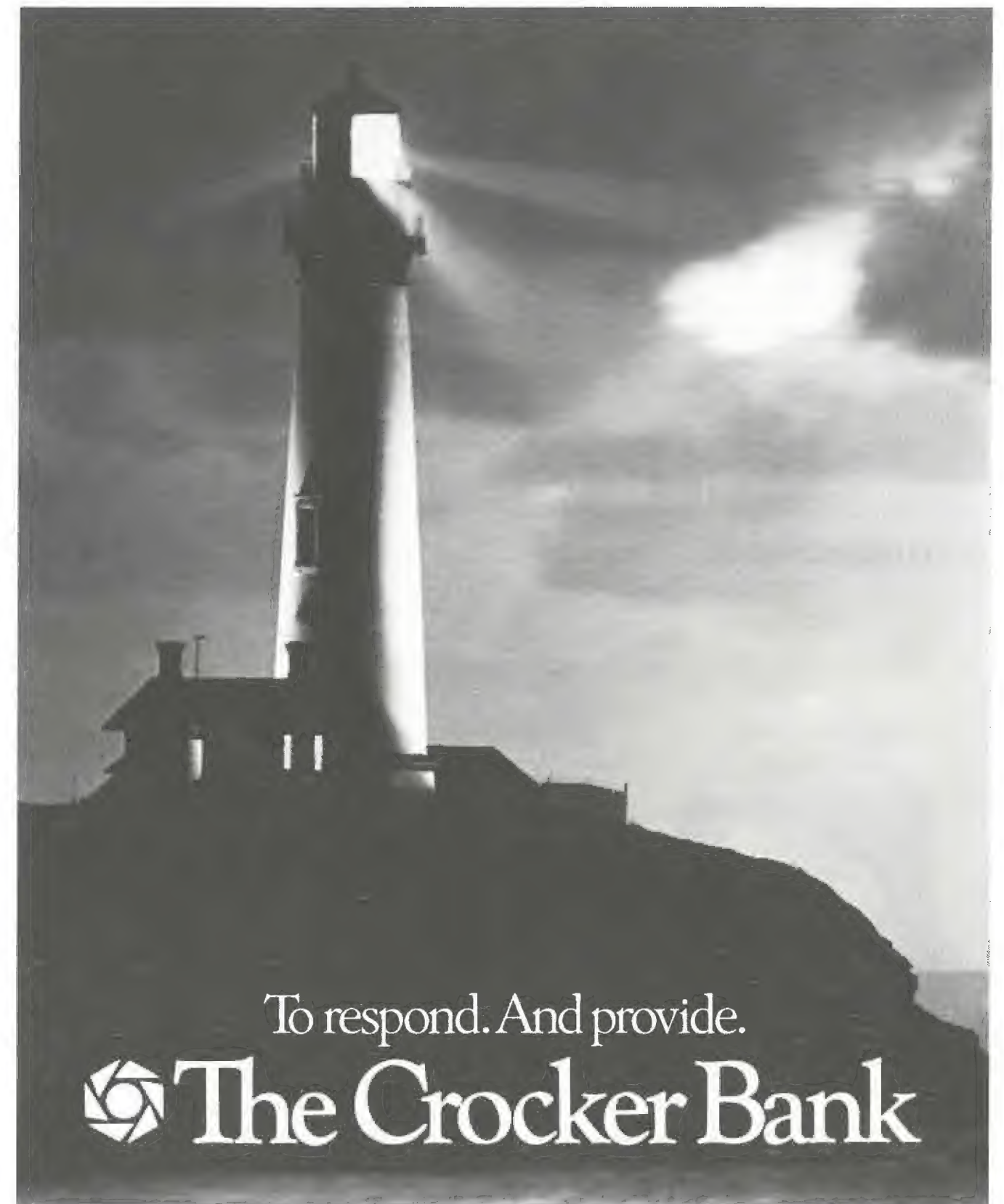
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CONGRATULATIONS TO LOCAL 428 for 50 Years of Dedicated Service to Your Members, the Labor Movement, and the Community

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ROOM 115
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 SAN JOSE, CALIF 95110

*Congratulations
 Best wishes
 for future growth*

*Marin County
 Labor Council
 AFL-CIO*

To All My Friends at Local 428—

Happy 50th year and wish you many more successful years!

Sincerely yours,

Norman Y. Mineta
Member of Congress



*Congratulations on
your fiftieth
Anniversary*

SUSAN HAMMER
COUNCILWOMAN
DISTRICT 3

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are proud to extend our
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to our sister local
UFCW, Local 428
for 50 years of dedicated service
to the labor movement and
the community.

*Congratulations
to Local 428
of the United
Food and
Commercial
Workers Union
on its 50th year
of service to
its membership
and community
and
best wishes
for much success
in the future.*



**Assemblyman
Rusty Areias**

25th Assembly District

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**Congressman Tom Lantos
congratulates Local 428
of the UFCW
for 50 years of
outstanding service
to its members and
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PROUD TO SERVE AMERICA'S UNION FAMILIES



FIRST RETIREEE



TONY CHIECHI

Trifone (Tony) Chiechi is an excellent example of the type of rank and file union member who has helped to provide Local 428 with its rich and interesting history. Tony began his career in San Francisco where he was one of the original organizers of the Produce Clerks Union. He moved to San Jose in 1939 where he went to work at Aiassa's Market. Tony's expertise in the produce business made him a very valuable employee in the store. When he came to work for the second day, he noticed that the other clerks were gone.

Tony recalls the owner's explanation: "He came up to me and then he whispered, 'There's Union trouble,' and that I should just get to work and forget about it." When Chiechi realized what was going on, he made it very clear that he intended to support the efforts of Local 428. Faced with the threat of losing his newly found produce manager, Aiassa agreed to recognize the Union.

In 1963, Tony became the first Local 428 member to receive a pension under the newly established Food Pension plan. Tony, who is 87 years old, currently lives in Campbell with his wife Agnes and remains very active in the Local 428 Retirees' Club.

In Memoriam BARNEY DREYFUS

Barney Dreyfus, a lawyer for Local 428 for 35 years and an outspoken champion of civil rights and other liberal issues died Sunday, October 2nd in Marin General Hospital of a heart illness (see also the story on page 17).

He was twice president of the National Lawyers Guild and a long-time member of the disciplinary subcommittee of the State Bar.

Yet it was as an advocate of black voting rights and as a defender of celebrated activists—such as Daniel Ellsberg, Joan Baez and the Black Panthers—that he shook the legal establishment, whose silence he condemned throughout the social upheavals of the '60s.

While Mr. Dreyfus was controversial for most of his career, "in the last two or three years he did become accepted by really everyone," said State Bar President Dale Hanst last night. "His approaches were accepted as having been the right approaches to the problems."

Hanst said Mr. Dreyfus "will be sorely missed" by all the state's lawyers for his efforts on many

fronts, including working to get free legal services for the poor.

During his career, Mr. Dreyfus put himself in the middle of some of the most controversial cases to come before the California courts. He once described his personal ideology as "a vigorous maintenance of an independent bar—regardless of how unpopular the cause."

Although he stopped actively handling cases several years ago, he was still doing some legal work in the office as late as last week.

His longtime law partner, Francis McTernan said yesterday that Mr. Dreyfus was a "man of compassion" who was universally liked and respected. McTernan called him "one of the most able, dedicated, competent lawyers who ever lived. He was incorruptible, not just financially, but on his principles."

We at Local 428 mourn his loss. We will sorely miss his leadership, his dedication and his staunch integrity.